

B1 JOE (85-43)

Approved For Release 2011/01/07 : CIA-RDP89-00066R000400030007-1  
10/26/85

CSRS Employee age 55 with 30 Years Service (~~4 Overseas~~)

Senate Option B

Supplemental Benefit from Age 55 to 62

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	27%	27%	27%	27%	27%
	22%	16%	12%	9%	8%
Total	49%	43%	39%	36%	35%
Full CAP	13%	13%	13%	13%	13%
Total	62%	56%	52%	49%	48%

Replacement rate at 62

Pension OASDI	24%	24%	24%	24%	24%
	22%	17%	13%	10%	8%
Total	46%	41%	37%	34%	32%
Full CAP	13%	13%	13%	13%	13%
Total	59%	54%	50%	47%	45%

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	~55%	55%	55%	55%	55%

Hay/Huggins Company Inc.

Edwin C. Hustead

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JOE (85-43)

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10/26/85

*CSRS* Employee age 55 with 30 Years Service (~~4 Overseas~~)

Senate Option B

Supplemental Benefit from Age 55 to 62  
Option A CAP

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	27%	27%	27%	27%	27%
	22%	16%	12%	9%	8%
Total	49%	43%	39%	36%	35%
Full CAP	15%	15%	15%	15%	15%
Total	64%	58%	54%	51%	50%

→ 53 53 53 53 53

Pension OASDI	24%	24%	24%	24%	24%
	22%	17%	13%	10%	8%
Total	46%	41%	37%	34%	32%
Full CAP	15%	15%	15%	15%	15%
Total	61%	56%	52%	49%	47%

Current CSRS  
Pension → 53% 53% 53% 53% 53%

With overseas credit  
of .5% per year → 55% 55% 55% 55% 55%

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JOE (85-43)

10/26/85

CSRS Employee age 55 with 30 Years Service (4 Overseas)

Senate Option B

Final Salary \$15,000 \$30,000 \$45,000 \$60,000 \$75,000

Replacement rate at 55

Pension Supplement	27% 0%	27% 0%	27% 0%	27% 0%	27% 0%
Total	27%	27%	27%	27%	27%
Full CAP	13%	13%	13%	13%	13%
Total	40%	40%	40%	40%	40%

Replacement rate at 62

Pension OASDI	24% 22%	24% 17%	24% 13%	24% 10%	24% 8%
Total	46%	41%	37%	34%	32%
Full CAP	13%	13%	13%	13%	13%
Total	59%	54%	50%	47%	45%

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

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JOE (85-43)

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Employer Cost of Proposed Variations

Stevens-Roth Option B	26.1
	21.9%
Supplement from 55 to 62	1.5%
Option A CAP	1.5%
Overseas service	0.2% -?
High-three pay base	<del>1.2%</del>
Full indexing	<del>0.8%</del>
Total	27.1%

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JOE (85-43)

10/26/85

Employee age 55 with 30 Years Service(4 Overseas)

Senate Option B

Supplemental Benefit from Age 55 to 62  
Option A CAP  
.5% for Overseas Service

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	29%	29%	29%	29%	29%
	22%	16%	12%	9%	8%
Total	51%	45%	41%	38%	37%
Full CAP	15%	15%	15%	15%	15%
Total	66%	60%	56%	53%	52%

Replacement rate at 62

Pension OASDI	25%	25%	25%	25%	25%
	22%	17%	13%	10%	8%
Total	47%	42%	38%	35%	33%
Full CAP	15%	15%	15%	15%	15%
Total	62%	57%	53%	50%	48%

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

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JOE (85-43)

10/26/85

Employee age 55 with 30 Years Service (4, Overseas)

Senate Option B

Supplemental Benefit from Age 55 to 62  
Option A CAP  
.5% for Overseas Service  
High-three Pay Base

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
Replacement rate at 55					
Pension Supplement	31% 22%	31% 17%	31% 13%	31% 10%	31% 8%
Total	53%	48%	44%	41%	39%
Full CAP	15%	15%	15%	15%	15%
Total	68%	63%	59%	56%	54%

Replacement rate at 62

Pension OASDI	27% 22%	27% 17%	27% 13%	27% 10%	27% 8%
Total	49%	44%	40%	37%	35%
Full CAP	15%	15%	15%	15%	15%
Total	64%	59%	55%	52%	50%

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

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JOE (85-43)

10/26/85

Employee age 55 with 30 Years Service (4 Overseas)

Senate Option B

Supplemental Benefit from Age 55 to 62  
Option A CAP  
.5% for Overseas Service  
High-three Pay Base  
Full COLA Indexing

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
Replacement rate at 55					
Pension Supplement	31% 22%	31% 17%	31% 13%	31% 10%	31% 8%
Total	53%	48%	44%	41%	39%
Full CAP	15%	15%	15%	15%	15%
Total	68%	63%	59%	56%	54%

Replacement rate at 62

Pension OASDI	31% 22%	31% 17%	31% 13%	31% 10%	31% 8%
Total	53%	48%	44%	41%	39%
Full CAP	15%	15%	15%	15%	15%
Total	68%	63%	59%	56%	54%

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

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JOE (85-43)

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Employee age 55 with 30 Years Service (4 Overseas)

Senate Option B

Supplemental Benefit from Age 55 to 62  
Option A CAP  
High-three Pay Base

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	28%	28%	28%	28%	28%
	22%	17%	13%	10%	8%
Total	50%	45%	41%	38%	36%
Full CAP	15%	15%	15%	15%	15%
Total	65%	60%	56%	53%	51%

Replacement rate at 62

Pension OASDI	25%	25%	25%	25%	25%
	22%	17%	13%	10%	8%
Total	47%	42%	38%	35%	33%
Full CAP	15%	15%	15%	15%	15%
Total	62%	57%	53%	50%	48%

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

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JOE (85-43)

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Employee age 55 with 30 Years Service(4 Overseas)

Senate Option B

Supplemental Benefit from Age 55 to 62

Option A CAP  
High-three Pay Base  
Full COLA Indexing

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	28%	28%	28%	28%	28%
	22%	17%	13%	10%	8%
Total	50%	45%	41%	38%	36%
Full CAP	15%	15%	15%	15%	15%
Total	65%	60%	56%	53%	51%

Replacement rate at 62

Pension OASDI	28%	28%	28%	28%	28%
	22%	17%	13%	10%	8%
Total	50%	45%	41%	38%	36%
Full CAP	15%	15%	15%	15%	15%
Total	65%	60%	56%	53%	51%

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

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Employee age 55 with 30 Years Service(4 Overseas)

Senate Option B

Supplemental Benefit from Age 55 to 62

Option A CAP  
High-three Pay Base  
Full COLA Indexing

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	28% 22%	28% 17%	28% 13%	28% 10%	28% 8%
Total	50%	45%	41%	38%	36%
Full CAP	15%	15%	15%	15%	15%
Total	65%	60%	56%	53%	51%

Employee Contribution Needed to Produce 53% Replacement Rate

Social Security	6.2%	6.2%	5.9%	4.8%	3.8%
Retirement system	0.8%	0.8%	1.1%	2.2%	3.2%
CAP	0.8%	2.5%	3.8%	4.8%	5.0%
Total	7.8%	9.5%	10.8%	11.8%	12.5%

Employee at \$75,000 could not produce full 53% with maximum contributi

Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

Hay/Huggins Company Inc.

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JOE (85-43)

10/26/85

Employee age 55 with 30 Years Service(4 Overseas)

Senate Option B

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
Replacement rate at 55					
Pension Supplement	\$4,050	\$8,100	\$12,150	\$16,200	\$20,250
Total	\$4,050	\$8,100	\$12,150	\$16,200	\$20,250
Full CAP	\$1,950	\$3,900	\$5,850	\$7,800	\$9,750
Total	\$6,000	\$12,000	\$18,000	\$24,000	\$30,000

Replacement rate at 62

Pension OASDI	\$3,526	\$7,052	\$10,577	\$14,103	\$17,629
	\$3,300	\$5,100	\$5,850	\$6,000	\$6,000
Total	\$6,826	\$12,152	\$16,427	\$20,103	\$23,629
Full CAP	\$1,950	\$3,900	\$5,850	\$7,800	\$9,750
Total	\$8,776	\$16,052	\$22,277	\$27,903	\$33,379

Current CSRS

Pension	\$7,973	\$15,947	\$23,920	\$31,894	\$39,867
With overseas credit of .5% per year	\$8,257	\$16,514	\$24,771	\$33,028	\$41,285

JOE (85-43)

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Employee age 55 with 30 Years Service (4 Overseas)

1.3% Accrual Rate with Supplement

Full indexing; high-three pay base

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	37% 22%	37% 17%	37% 13%	37% 10%	37% 8%
Total	59%	54%	50%	47%	45%
Full CAP	0%	0%	0%	0%	0%
Total	59%	54%	50%	47%	45%



Current CSRS

Pension	53%	53%	53%	53%	53%
With overseas credit of .5% per year	55%	55%	55%	55%	55%

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10/26/85

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JOE (85-43)

10/26/85

CIARDS Employee Age 50 with 25 Years of Service

1.6% Accrual Rate with Supplement

Full indexing; high-three pay base

Final Salary                    \$15,000    \$30,000    \$45,000    \$60,000    \$75,000

Replacement rate at 50

Pension	38%	38%	38%	38%	38%
Supplement	18%	14%	10%	8%	6%

Total	55%	52%	48%	46%	44%
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Full CAP	0%	0%	0%	0%	0%
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Total	55%	52%	48%	46%	44%
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Pension	47%	47%	47%	47%	47%
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JOE (85-43)

10/26/85

CIARDS Employee Age 50 with 25 Years of Service

Senate Option B  
Including Supplement

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 50

Pension Supplement	22% 18%	22% 14%	22% 10%	22% 8%	22% 6%
Total	40%	36%	32%	30%	28%
Full CAP	8%	8%	8%	8%	8%
Total	48%	44%	40%	38%	36%

Replacement rate at 62

Pension OASDI	16% 19%	16% 15%	16% 11%	16% 9%	16% 7%
Total	34%	30%	26%	24%	22%
Full CAP	8%	8%	8%	8%	8%
Total	42%	38%	34%	32%	30%

Current ~~cons~~ ~~excess~~

Pension	47%	47%	47%	47%	47%
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Hay/Huggins Company Inc.

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JOB (85-43)

10/26/85

CIARDS Employee Age 50 with 25 Years of Service

Senate Option B  
Including Supplement  
High-Three Pay Base

Final Salary      \$15,000    \$30,000    \$45,000    \$60,000    \$75,000

Replacement rate at 50

Pension	23%	23%	23%	23%	23%
Supplement	18%	14%	10%	8%	6%
Total	41%	37%	33%	31%	29%
Full CAP	8%	8%	8%	8%	8%
Total	49%	45%	41%	39%	37%

Replacement rate at 62

Pension	17%	17%	17%	17%	17%
OASDI	19%	15%	11%	9%	7%
Total	35%	31%	27%	25%	23%
Full CAP	8%	8%	8%	8%	8%
Total	43%	39%	35%	33%	31%

Current CSRS

Pension	47%	47%	47%	47%	47%
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JOE (85-43)

10/26/85

CIARDS Employee Age 50 with 25 Years of Service

Senate Option B  
Including Supplement  
High-Three Pay Base  
Full COLA Indexing

Final Salary      \$15,000    \$30,000    \$45,000    \$60,000    \$75,000

Replacement rate at 50

Pension	23%	23%	23%	23%	23%
Supplement	18%	14%	10%	8%	6%
Total	41%	37%	33%	31%	29%
Full CAP	8%	8%	8%	8%	8%
Total	49%	45%	41%	39%	37%

Replacement rate at 62

Pension	23%	23%	23%	23%	23%
OASDI	19%	15%	11%	9%	7%
Total	42%	38%	34%	32%	30%
Full CAP	8%	8%	8%	8%	8%
Total	50%	46%	42%	40%	38%

Current CSRS

Pension	47%	47%	47%	47%	47%
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Hay/Huggins Company Inc.

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JOE (85-43)

10/26/85

CIARDS Employee Age 50 with 25 Years of Service

Senate Option B  
Including Supplement  
High-Three Pay Base  
Full COLA Indexing  
Add 3.75% Service Credit

Final Salary      \$15,000    \$30,000    \$45,000    \$60,000    \$75,000

Replacement rate at 50

Pension	27%	27%	27%	27%	27%
Supplement	18%	14%	10%	8%	6%
Total	45%	41%	37%	35%	33%
Full CAP	8%	8%	8%	8%	8%
Total	53%	49%	45%	43%	41%

Replacement rate at 62

Pension	27%	27%	27%	27%	27%
OASDI	19%	15%	11%	9%	7%
Total	46%	42%	38%	36%	34%
Full CAP	8%	8%	8%	8%	8%
Total	54%	50%	46%	44%	42%

Current CSRS

Pension	47%	47%	47%	47%	47%
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Hay/Huggins Company Inc.

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JOE (85-43)

10/26/85

CIARDS Employee Age 50 with 25 Years of Service

Senate Option B  
Including Supplement  
High-Three Pay Base  
Full COLA Indexing  
Add 3.75% Service Credit  
Option A CAP

Final Salary      \$15,000    \$30,000    \$45,000    \$60,000    \$75,000

Replacement rate at 50

Pension	27%	27%	27%	27%	27%
Supplement	18%	14%	10%	8%	6%
Total	45%	41%	37%	35%	33%
Full CAP	9%	9%	9%	9%	9%
Total	54%	50%	46%	44%	42%

Replacement rate at 62

Pension	27%	27%	27%	27%	27%
OASDI	19%	15%	11%	9%	7%
Total	46%	42%	38%	36%	34%
Full CAP	9%	9%	9%	9%	9%
Total	55%	51%	47%	45%	43%

Current CSRS

Pension	47%	47%	47%	47%	47%
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CIARDS Employee Age 50 with 25 Years of Service

Senate Option B  
Including Supplement  
High-Three Pay Base  
Full COLA Indexing  
Add 3.75% Service Credit  
Option A CAP

Final Salary      \$15,000    \$30,000    \$45,000    \$60,000    \$75,000

Replacement rate at 50

Pension Supplement	27%	27%	27%	27%	27%
	18%	14%	10%	8%	6%
Total	45%	41%	37%	35%	33%
Full CAP	9%	9%	9%	9%	9%
Total	54%	50%	46%	44%	42%

Employee Contribution Needed to Produce 47% Replacement Rate

Social security	6.2%	6.2%	5.9%	4.8%	4.8%
Retirement system	0.8%	0.8%	1.1%	2.2%	2.2%
CAP	1.3%	3.4%	5.0%	5.0%	5.0%
Total	8.3%	10.4%	12.0%	12.0%	12.0%

Employees over \$45,000 could not produce full 47%  
even with maximum contribution.

Pension      47%      47%      47%      47%      47%

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JOE (85-43)

10/26/85

Employee age 55 with 30 Years Service(4 Overseas)

Senate Option B

Supplemental Benefit from Age 55 to 62

Option A CAP

High-three Pay Base

Full COLA Indexing

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
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Replacement rate at 55

Pension Supplement	\$4,271	\$8,543	\$12,814	\$17,086	\$21,357
	\$3,300	\$5,100	\$5,850	\$6,000	\$6,000
Total	\$7,571	\$13,643	\$18,664	\$23,086	\$27,357
Full CAP	\$2,250	\$4,500	\$6,750	\$9,000	\$11,250
Total	\$9,821	\$18,143	\$25,414	\$32,086	\$38,607

Replacement rate at 62

Pension OASDI	\$4,271	\$8,543	\$12,814	\$17,086	\$21,357
	\$3,300	\$5,100	\$5,850	\$6,000	\$6,000
Total	\$7,571	\$13,643	\$18,664	\$23,086	\$27,357
Full CAP	\$2,250	\$4,500	\$6,750	\$9,000	\$11,250
Total	\$9,821	\$18,143	\$25,414	\$32,086	\$38,607

Current CSRS

Pension	\$7,973	\$15,947	\$23,920	\$31,894	\$39,867
With overseas credit of .5% per year	\$8,257	\$16,514	\$24,771	\$33,028	\$41,285

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CIARDS Employee Age 50 with 25 Years of Service

Senate Option *11.5% p.a.*  
Including Supplement

X

Final Salary	\$15,000	\$30,000	\$45,000	\$60,000	\$75,000
Replacement rate at 50					
Pension Supplement	\$3,300	\$6,600	\$9,900	\$13,200	\$16,500
Total	\$5,936	\$10,733	\$14,389	\$18,045	\$21,131
Full CAP	\$1,200	\$2,400	\$3,600	\$4,800	\$6,000
Total	\$7,136	\$13,133	\$17,989	\$22,845	\$27,131

Replacement rate at 62

Pension OASDI	\$2,361	\$4,723	\$7,084	\$9,445	\$11,806
	\$2,775	\$4,350	\$4,725	\$5,100	\$4,875
Total	\$5,136	\$9,073	\$11,809	\$14,545	\$16,681
Full CAP	\$1,200	\$2,400	\$3,600	\$4,800	\$6,000
Total	\$6,336	\$11,473	\$15,409	\$19,345	\$22,681

Current ~~ERS~~ *R&P*

Pension	\$7,050	\$14,100	\$21,150	\$28,200	\$35,250
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Senate Option B  
Including Supplement  
High-Three Pay Base  
Full COLA Indexing  
Add 3.75% Service Credit  
Option A CAP

Final Salary      \$15,000    \$30,000    \$45,000    \$60,000    \$75,000

Replacement rate at 55

Pension      \$4,074    \$8,147    \$12,221    \$16,295    \$20,369

Supplement      \$6,710    \$12,280    \$16,710    \$21,140    \$25,000

Total      \$1,350    \$2,700    \$4,050    \$5,400    \$6,750

Full CAP      \$8,060    \$14,980    \$20,760    \$26,540    \$31,750

Replacement rate at 62

Pension      \$4,074    \$8,147    \$12,221    \$16,295    \$20,369

OASDI      \$2,775    \$4,350    \$4,725    \$5,100    \$4,875

Total      \$6,849    \$12,497    \$16,946    \$21,395    \$25,244

Full CAP      \$1,350    \$2,700    \$4,050    \$5,400    \$6,750

Total      \$8,199    \$15,197    \$20,996    \$26,795    \$31,994

Current CSRS

Pension      \$7,050    \$14,100    \$21,150    \$28,200    \$35,250